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TO : Career Service Committee
FROM : Working Group on Career Benefits
SUBJECT: Health insurance benefits

25 January 1952

1. In the recent report to the DCI concerning the progress of the Career Service Committee and its various working groups, there was included a tab relating to career benefits. The last item of that tab was entitled "Better Group Health Insurance". It was indicated that the matter was under study by the Government Employees Health Association.

2. It is the firm belief of this working group that in order to induce employees of CIA to become a part of the career development program (through signifying in writing their intent to regard employment with CIA as a career) there should be specific and tangible benefits to which CIA could point. It appears fundamental that in order to request something special and extra from employees CIA should offer something special and extra in return.

3. In our opinion experience has demonstrated that CIA employees as a group are better insurable risks in the field of medical care and hospitalization than the average group. The probable reasons for such favorable experience are careful physical examinations prior to employment, younger average age, higher average educational level, and medical benefits available under the Federal Employees Compensation Act and P. L. 110. Viewed solely in the light of an insurance proposition, experience to date would indicate that health insurance for CIA should be on a broader basis with respect to benefits available for comparable premium rates charged other groups.

4. In addition to actual insurance factors, there should be considered very seriously the question of whether in some manner CIA could assist or subsidize a health insurance program. A well thought out program of this nature would be a tangible benefit which CIA could "lay on the line" as an inducement for employees to enter CIA on a career basis.

5. It is our understanding that the Board of Directors of GEHA presently is studying insurance benefits and is seeking the advice of an experienced professional in the insurance field. We wish to avoid duplication of effort on its part and by this working group.

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Office Memorandum • UNITED STATES GOVERNMENT

TO : Executive Secretary, Career Service Committee DATE: 14 January 1952

FROM : Assistant Director/Personnel

SUBJECT: Disability Compensation

1. In the Director's Staff Conference of 10 December 1951, as reported in the reference minutes, the DCI expressed his desire to afford overseas Agency employees disability benefits similar to those offered by the Army to uniformed personnel for service-incurred disabilities.

2. Will you please assign this subject to the Benefits Working Group of the Career Service Committee for study and development.

3. It will be appreciated if you will advise me as to the developments on this subject.

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F. TRUBEE DAVISON

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